DOCUMENT RESUME

ED 321 113 CE 055 319

TITLE	Employer Specific Training Program for Program Year 1988-89. Annual Report to the Governor and Legislature.
INSTITUTION	New York State Education Dept., Albany.
PUB DATE	90
NOTE	41p.
PUB TYPE	Reports - Evaluative/Feasibility (142)
EDRS PRICE	MF01/PC02 Plus Postage.
DESCRIPTORS	Business Administration; Continuing Education; Cooperative Programs; Education Work Relationship; Entrepreneurship; Inservice Education; *Job Training; Professional Development; *School Business Relationship; *Small Businesses; *State Programs; Vocational Education
IDENTIFIERS	Customized Training; *New York

ABSTRACT

The Employer Specific Skills Training Program helps build the superior work force called for by the National Alliance of Business and other significant employer, union, government, and educational groups. Through a combination of state and federal funds, the New York State Department of Education has crafted a flexible and responsible program. Employers receive assistance from the program to assess their workers' training needs and to develop custom-designed curricula. The employers and workers also benefit from expert instruction delivered by professional educators. In addition, the program provides financial support for the training. Employer contributions of cash and employee-release time have totaled $27 million. Some 35,000 workers upgraded their skills through the program and 6,900 persons were trained for permanent jobs in new-hire training programs during program year 1988-89. Business entrepreneurs and managers have also been beneficiaries of the program. Almost 3,500 firms, the vast majority of which were small firms with 100 or fewer employees, have been served. About 16 percent of those firms were minority-owned, and 14 percent were women-owned. In addition, 2,500 entrepreneurs improved their business planning and management skills. (Author/CML)

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Employer Specific Training Program

for Program Year 1988-89

Annual Report to the Governor and Legislature

1990

The University of the State of NewYork
The State Education Department
Albany, New York

THE UNIVERSITY OF THE STATE OF NEW YORK

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COMMISSIONER'S MESSAGE

As we enter a new decade and sit on the threshold of a new century, it is a time for both reflection and looking to the future. Looking back, we see a decade of rapid and dramatic changes. Looking ahead, we see a decade holding promise but instilling a sense of urgency as we face challenges related to the economy, the work force, and education's role in developing New York State's work force.

The pace of change in the economy, technology, and the demographics of the work force has both quickened and intensified. Elements of these forces include the emergence of a world economy; the movement to what has been called a post-industrial economy; rapid technological change; and the aging and changing composition of the work force.

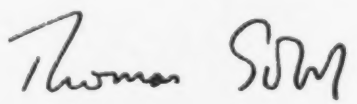
Firms in New York State must respond to these forces, in order to be competitive with the best firms in the world. The New York State firms that are coping and thriving are expanding into international markets; committed to consistently delivering quality goods and services promptly and at a competitive cost; responsive and flexible in their means of production and delivery of service; cognizant that their work force is the key to their prosperity; and accordingly, investing in developing the skills of their work force.

As employers redefine their approach to business operations and redesign how work is organized and carried out, new expectations are emerging for the knowledge and skills required of both workers and managers:

- more complex fundamental skills;
- knowing how to learn as the foundation for developing new skills and acquiring new knowledge;
- skills in listening and oral communication;
- creative thinking and problem-solving skills;
- skills in developing interpersonal relations, negotiating and teamwork; and,
- organizational effectiveness and leadership skills.

The consistent message from employers is that the knowledge, skills, and abilities of the work force are more critical than ever. Even in the past, the economic value of investing in education for the work force was clear and compelling. For example, 27 percent of the growth in national income from 1929-1969 can be attributed to better education of the U.S. labor force, and 44 percent of the gain American workers have realized in their pay since 1900 can be attributed to increased schooling. All indications are that the return on the investment in educating the work force will only increase into the next century.

The Employer Specific Skills Training Program is one of the cornerstones of the State Education Department's programs directed at developing the skills of the work force. This annual report describes the results already achieved toward meeting the challenges of creating a "world class" work force for New York State as we move toward the 21st century.



EXECUTIVE SUMMARY

"The quality of the American work force is a critical determinant of continued national economic and social progress. As other industrial nations gain access to the same physical and financial resources that the United States has long enjoyed, and as technologies move more easily across international boundaries, continued economic growth depends increasingly on the superior quality of the nation's human resources — the education, skills flexibility, and motivation of American workers." ("Shaping Tomorrow's Workforce," 1989, National Alliance of Business)

The Employer Specific Skills Training Program helps build the superior quality work force called for by the National Alliance of Business and other significant employer, union, government, and education groups. Through a combination of State and Federal funds, the State Education Department has crafted a flexible and responsive program. Employers receive assistance from the program to assess their workers' training needs and to develop custom designed curricula. The employers and workers also benefit from expert instruction delivered by professional educators. In addition, the program provides financial support for the training. While the financial support is important, employers have demonstrated their own commitment to training with contributions of cash and employee release time that total $27 million. This represents almost three times the cash contribution of the Employer Specific Skills Training Program.

This report describes how the State Education Department and the 10 Regional Education Centers are working to close the gap between job demands and worker skills. For example, some 35,000 workers upgraded their skills through Employer Specific Skills Training Programs and 6,900 persons were trained for permanent jobs in new-hire training programs. Approximately half of the programs served manufacturing firms, a vital sector of the State's economy. Many of the programs have assisted the State's firms to become or regain their status as "world class" companies because of the improved product quality or increased worker productivity achieved through the training program.

Business entrepreneurs and managers have also been beneficiaries of the program. The Employer Specific Skills Training Program served almost 3,500 firms, the vast majority of which were small companies with 100 or fewer employees. Approximately 16 percent were minority-owned and 14 percent were women-owned. In addition, 2,500 entrepreneurs improved their business planning and management skills.

Other major achievements highlighted in this report include programs for dislocated workers and the economically disadvantaged with employment commitments prior to training, beneficial relationships established between education agencies and businesses, specialized programs in curriculum development, and symposia in advanced manufacturing technologies.

MISSION

The mission of Employer Specific Training is to strengthen New York State's economic base by helping employers become more competitive through custom-designed education and training.

- Global competition is the new environment for economic development.
- Economic success in an era of global competition requires continuous effort on the part of employers to increase productivity, improve quality, reduce costs, and expand markets.
- To meet this new challenge, business owners, managers, and employees must continually learn new skills and improve operating methods.
- These efforts result in economic expansion, business growth and the retention of quality jobs for New York State residents.

High priorities for Employer Specific Training include small and medium-sized employers, new entrepreneurs, minority/women-owned firms, and worker-owned businesses.

- Many small and medium-sized firms cannot afford to make the investment in training that is necessary to stay competitive.
- New entrepreneurs, minority-owned and women-owned businesses -- the leading edge of economic growth -- often must learn new management skills as they expand their markets and increase the size and complexity of their operations.
- Worker-ownership requires development of a participative culture and new employee involvement structures to achieve the potential benefits inherent in this type of company ownership.

Employer Specific Training benefits both individual trainees and their employers.

- Trainees' improved skills lead to greater flexibility and increased opportunities for career advancement and higher earnings.
- Increased productivity enables employers to generate better jobs, control costs, reduce prices, and expand sales.
- Improved quality helps companies expand markets and compete successfully with out-of-state and overseas producers.

The unemployed, dislocated workers and the economically disadvantaged are also served by Employer Specific Training.

- Employer commitments to hire program graduates produce the most effective preemployment training programs.
- Educational agencies' relationships with employers increase access to real job opportunities for at-risk youth.

Educational agencies also benefit from delivering Employer Specific Training.

- Increased contacts with employers help keep faculty up-to-date about the educational needs of today's (and tomorrow's) economy.
- Educational planners develop new curricula based on employers' current and future requirements.
- Long-term, mutually beneficial relationships between employers and local educational institutions are created as employers discover firsthand the economic benefits of education and training for their work force.

The State's economy as a whole is strengthened by a more highly skilled work force and by the more diverse economic base which Employer Specific Training helps to create.

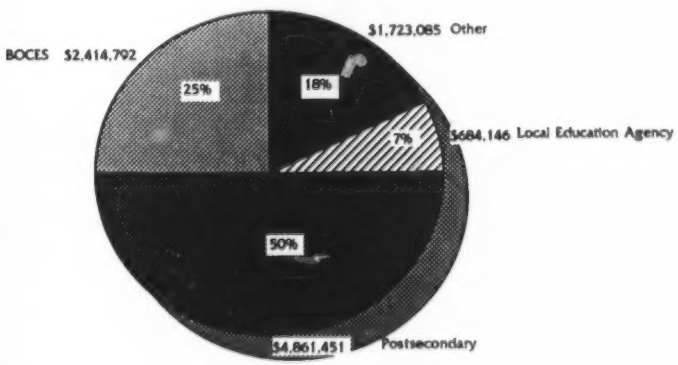
- New York State's highly diverse labor force needs good jobs in all sectors of the economy.
- The manufacturing sector in particular needs broadly skilled workers able to make effective use of flexible automation and other state-of-the-art technologies.
- Creating a high quality productive work force provides New York State with a major competitive advantage, a key component of a successful economic development strategy.

DELIVERY SYSTEM

In 1983 the Board of Regents created a system that improves the capacity of schools to respond to the needs of business and industry.

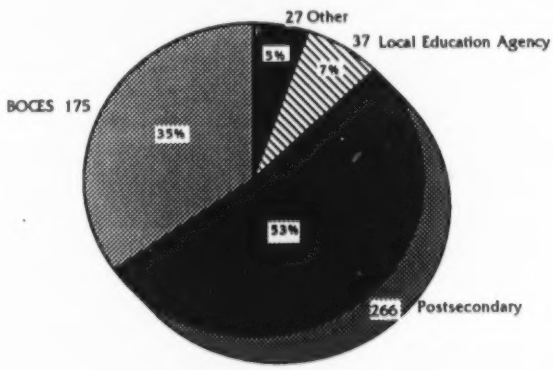
- The State Education Department sets the goals to be achieved through the Employer Specific Training Program.
- The Bureau of Economic Development Coordination ensures the effective use of funding and other resources devoted to meeting the program goals.
- A network of 10 Regional Education Centers coordinates local educational services in response to the needs of business and industry.
- Postsecondary institutions, BOCES, local education agencies, and other providers across the State develop and deliver Employer Specific Training projects for employers.

GRANT AWARDS BY TYPE OF TRAINING AGENCY



Total Awards $9,683,474

PROJECTS BY TYPE OF TRAINING AGENCY



505 Total Projects

FINANCIAL RESOURCES*

During State Fiscal Year 1988-89, $11,240,000 was allocated from six funding sources to contribute to the Employer Specific Skills Training Program.

- Employer Specific Skills Training Grant (ESSTG) funding provides upgrading of employed workers and skills training for new hires.
- Employer Specific Skills Training Additional Grant (ESSTAG) funding supplements ESSTG with special emphasis on serving disadvantaged individuals and dislocated workers.
- Job Training Partnership Act (JTPA) Title III funding provides retraining to dislocated workers for new employment opportunities.
- JTPA Title II-A 8 percent funds are targeted to individuals with various barriers to employment.
- Vocational Education Act funds support a wide range of activities including participant assessment, curriculum development, job specific training, program dissemination, and entrepreneurship training for minority/women owners.
- Workplace Literacy funding provides training ranging from basic literacy to secondary level skills. These funds are primarily targeted towards union workers.

SFY 1988-89 REGIONAL ALLOCATIONS

Region	VEA	VEA - Women& Minority RFP	JTPA 8%	JTPA III	ESSTG	ESSTAG	TOTAL ESSTG	WORKPLACE LITERACY	TOTAL PROGRAM FUNDS	ADMIN. EXPENDITURES
LONG ISLAND	$106,200	$23,600	$73,370	$204,987	$608,528	$166,150	$774,678	$150,000	$1,332,835	$190,897
NEW YORK CITY	$259,920	$57,760	$192,795	$559,372	$1,118,168	$508,600	$1,626,768	$1,003,636	$3,700,251	$348,271
HUDSON VALLEY	$88,380	$19,640	$58,671	$161,210	$447,552	$162,000	$609,552	$99,219	$1,036,672	$169,278
CAPITOL DISTRICT	$56,160	$12,480	$37,359	$105,620	$216,312	$89,900	$306,212	$147,046	$664,877	$140,493
NORTH COUNTRY	$50,832	$11,296	$30,793	$94,642	$193,000	$80,250	$273,250	$50,000	$510,813	$118,784
MOHAWK VALLEY	$50,796	$11,288	$32,361	$94,919	$189,000	$80,250	$269,250	$54,400	$513,014	$107,806
CENTRAL NEW YORK	$75,132	$16,696	$47,697	$125,911	$198,640	$114,650	$313,290	$145,015	$723,741	$126,816
SOUTHERN TIER	$56,160	$12,480	$36,256	$98,672	$193,000	$89,900	$282,900	$0	$486,468	$133,187
FINGER LAKES	$71,640	$15,920	$48,872	$132,026	$241,824	$113,550	$355,374	$290,262	$914,094	$199,566
WESTERN NEW YORK	$84,780	$18,840	$54,263	$159,820	$294,976	$160,850	$455,826	$234,155	$1,007,684	$226,150
MULTI-REGIONAL PROJECTS	$350,000								$350,000	
TOTALS	$1,250,000	$200,000	$612,437	$1,737,179	$3,701,000	$1,566,100	$5,267,100	$2,173,733	$11,240,449	$1,761,248

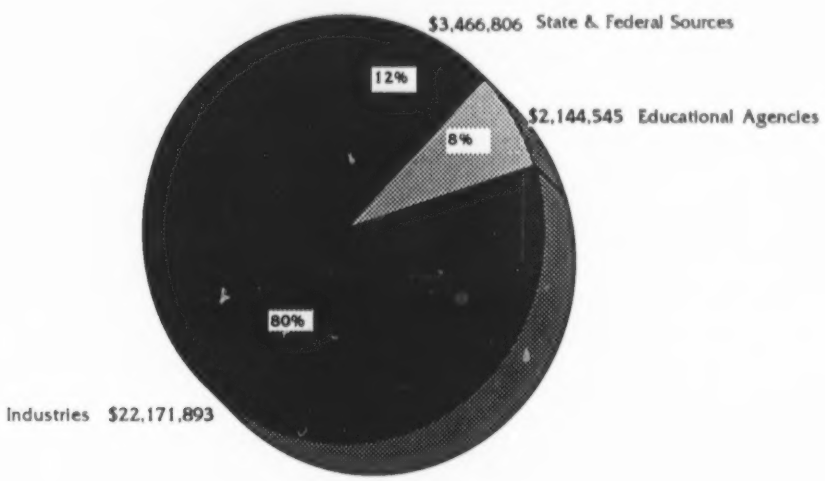
*All data in this report described as State Fiscal Year 1988-89 means April 1, 1988 - March 31, 1989 for State funds and refers to the Federal Program Year 1988-89 (July 1, 1988 - June 30, 1989) for Federal funds.

MATCHING FUNDS*

The Employer Specific Skills Training Program generated nearly $28 million in additional private and public sector funds and in-kind contributions in State Fiscal Year 1988-89.

- Participating industries and unions contributed matching funds including trainee wages and benefits, and the use of facilities, equipment, and materials.
- Other Federal and State matching funds included Unemployment Insurance benefits, Department of Social Services payments, On The Job Training funds, Tuition Assistance Program (TAP) and Pell awards, Appalachian Regional Commission (ARC) funds, and Regional Economic Development (REDS) funds.
- Educational agencies provided additional matching resources including use of facilities and equipment, personnel services, and supplies.

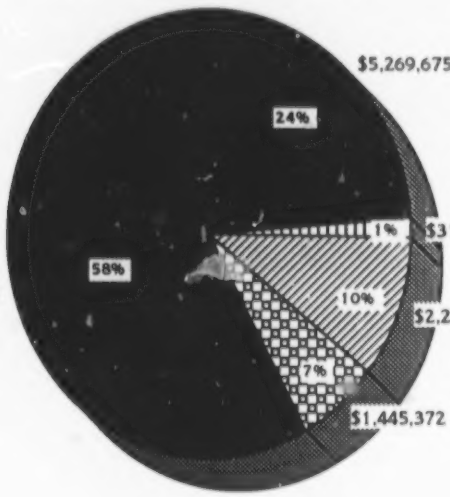
MATCHING FUNDS



Total $27,783,244

*All funding sources, with the exception of VEA and Workplace Literacy funds, require a dollar for dollar match statewide.

INDUSTRY MATCHING FUNDS



$5,269,675 Other Industry

$314,545 Union In-Kind

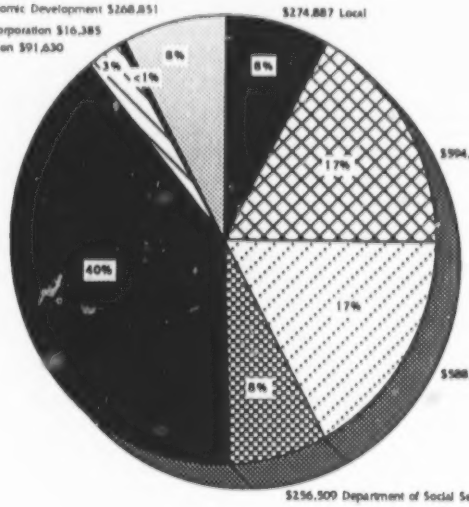
Employer Wages $12,869,339

$2,272,962 Employer In-Kind

$1,445,372 Employer Cash

Total $22,171,893

STATE & FEDERAL MATCHING FUNDS



$274,887 Local

$594,796 Federal

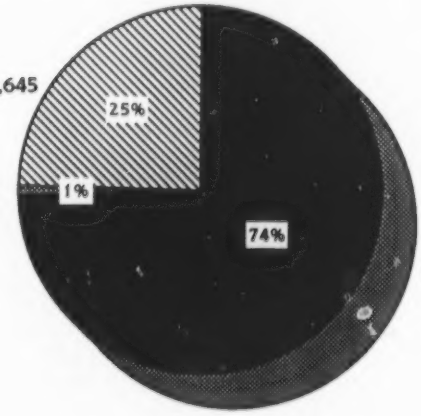
Department of Labor $1,375,546

$588,202 Other State

$256,509 Department of Social Services

Total $3,466,806

EDUCATION AGENCIES MATCHING FUNDS



Contract Courses $529,645

Pell $16,716

$1,598,184 Other Education

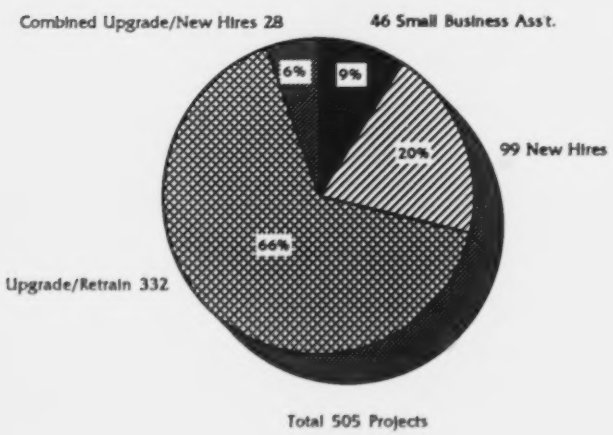
Total $2,144,545

OUTCOMES

The results of Employer Specific Skills Training are satisfied employers and well-trained productive workers.

- A total of 505 Employer Specific Training projects involved more than 3,500 employers ranging from small businesses, trade associations, and entrepreneurs to major corporations.
- 42,000 trainees participated in the program.
- Over 6,900 persons, primarily dislocated workers and disadvantaged individuals, were trained for permanent jobs.
- 35,000 trainees upgraded their skills in response to new job requirements.

TYPE OF TRAINING PROJECT



Most of the firms involved in Employer Specific Skills Training were small (under 100 employees), including a significant number of minority and women-owned businesses.

- Seventy-five percent of all companies served in 1988-89 employed less than 100 workers.
- Minority-owned businesses accounted for 16 percent of the total firms participating in Employer Specific Skills Training projects.
- Fourteen percent of all companies served were owned by women.
- In addition, 2,562 self-employed entrepreneurs improved their business planning and management skills.

EMPLOYER CHARACTERISTICS

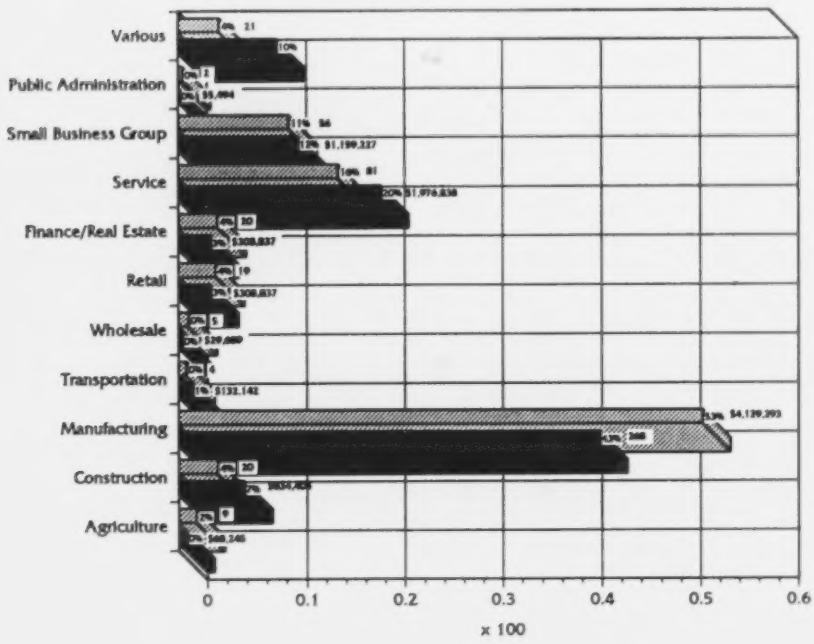
	Number	
Companies	3,493	
Under 100 Employees	2,618	(75%)
Minority-Owned	556	(16%)
Women-Owned	487	(14%)
Self-Employed Entrepreneurs	2,562	

Employer Specific Skills Training has proved to be especially important to manufacturing firms, a sector that is vitally important to the strength and diversity of the State's economic base.

- Almost half of all Fiscal Year 1989 Employer Specific Training projects, totaling $4.1 million, involved manufacturing sector employers.
- The remaining programs included projects in all major sectors of the economy.

PROJECTS/AWARDS BY INDUSTRY TYPE

505 Projects - $9,683,474 Awarded



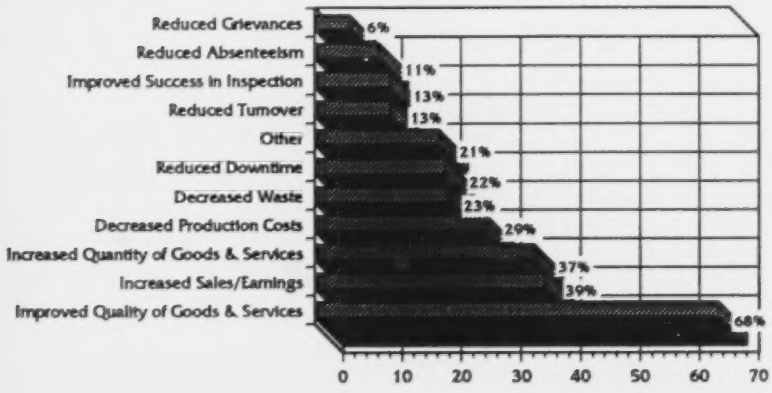
Manufacturing sector training included a wide range of "cutting edge" methods to increase productivity and improve product quality, including:

- Just-In-Time (JIT) inventory and production control
- Computerized shop floor management
- Statistical Process Control (SPC).
- "Cross-training" for flexible automation
- Computerized Numerical Control (CNC) Machining
- Material Resource Planning (MRP)
- Computer-Assisted Design/Manufacturing (CAD/CAM)
- Zero-defect manufacturing.

Employers reported a range of project outcomes affecting both companies and trainees. The charts below detail these outcomes in terms of the percentage of total projects reporting a particular outcome. Since more than one outcome could be reported for an individual project, percentages total more than 100 percent.

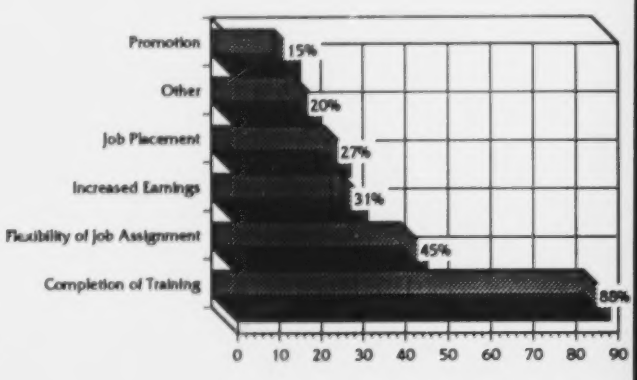
PROJECT OUTCOMES FOR COMPANY

505 Projects - Percent of Responses



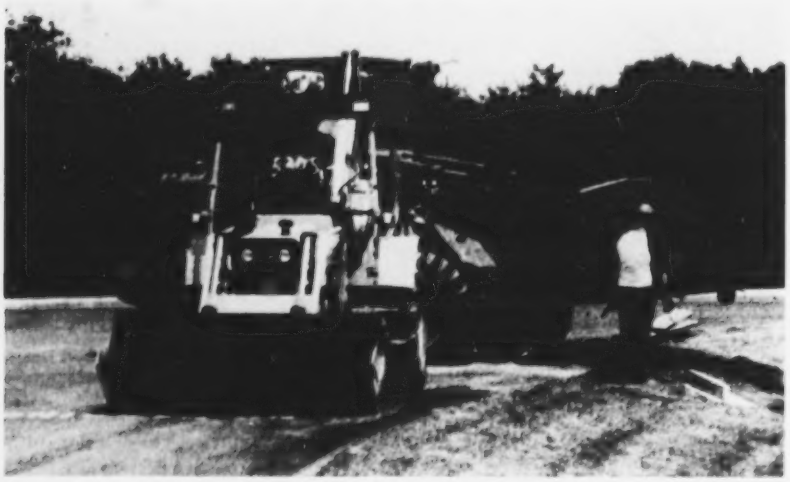
PROJECT OUTCOMES FOR TRAINEE

505 Projects - Percent of Responses



A broad range of training programs was tailored to the diverse needs of nonmanufacturing sectors of the economy. Examples include:

- New agricultural products and processes
- Estimating, bidding, and construction management for minority and women contractors
- Customer service and merchandising for retailers
- Supervisory skills, marketing, and electronic banking for finance and insurance firms
- Computer applications in business services
- Asbestos abatement for utilities and other industries
- Maintenance of emission controls and on board computer systems for auto repair shops.



In a cooperative effort, labor unions, employers, education agencies, and the Education Department worked together to implement the Workplace Literacy Program. Workplace literacy initiatives during the year included:

- Sponsoring the National Workplace Literacy Conference in Rochester - "Basics and Beyond"
- Training 9,178 workers through the State's $2 million workplace literacy grant
- Obtaining a $195,000 grant for the Southern Tier Workplace Literacy program from the Appalachian Regional Commission
- Orchestrating $1.6 million in funding for Nurse Aide training to prepare them for federally-mandated competency tests.

Business associations, labor organizations, and local development agencies cosponsored Employer Specific Training for their industry or geographic area.

- Business and trade associations were able to bring new information and training services to their member firms.
- Labor organizations cosponsored training to increase their members' opportunities for job flexibility and advancement.
- Local development agencies used Employer Specific Training to help strengthen their neighborhoods' economic base and increase employment for local area residents.

The 10 Regional Education Centers distributed newly developed curricula and instructional materials to educational planners throughout the State. Examples of the new curricula include:

- Participatory management, financial statement analysis, and communication skills for firms with Employee Stock Ownership Programs (ESOP)
- Workplace Literacy:basic mathematics, oral and written communication skills
- Entrepreneurship, business planning, and marketing for small business
- Automation technology, CNC programming, Statistical Process Control, Just-In-Time Manufacturing, artificial intelligence, and electronic imaging for various manufacturing industries
- Asbestos abatement training for utilities, factories, and schools.

Regional Education Centers also served as a catalyst to help fulfill other State agencies' goals and objectives.

- Training for new jobs has been implemented in cooperation with the Departments of Labor, Social Services, and Economic Development.
- Worker Ownership curricula and training services were developed with the New York City Center for Employee Ownership and Participation.
- The Department of Economic Development and the Urban Development Corporation have included Regional Education Center resources in programs for business relocation and expansion.
- Regional Education Centers have leveraged other educational funding sources to promote local economic growth in conjunction with human resource development. This includes sources such as State Employment Preparation Education (EPE) funds, Federal Pell grant funds, and Federal Applachian Regional Commission (ARC) funds.
- In response to Welfare Reform legislation, Regional Education Centers have worked with the Department of Social Services and others to implement the Adult Centers for Comprehensive Educational and Support Services (ACCESS), the Counseling, Assessment and Support Services for Education and Training (CASSET), and the Neighborhood Education and Training for Work (N.E.T.WORK) programs.
- Working with the Governor's Office of Minority Business Development, a statewide construction management program was developed that trained over 250 participants from 150 contracting firms. This program, which included the development of a complete curriculum, trains minority firms to take advantage of new opportunities created by the Transportation Bond Act and other federally-funded programs.
- Regional Center Directors were active in other local and regional interagency efforts such as the Department of Economic Development's Regional Working Cabinets, and the Local Assistance Teams established under the new Economic Dislocation and Worker Adjustment Assistance (EDWAA) Act.
- Regional Center Directors nurture additional linkages with other State programs in a number of other ways such as referrals to the Department of Economic Development's financing programs, Industrial Effectiveness Program, and skills training program, or to local Technology Development Councils for assistance.
- In cooperation with the New York Center for Employee Ownership and Participation, an Employee Stock Ownership Plan (ESOP) Summer Institute was held to train instructors from community colleges and other institutions throughout the State in the use of the newly developed ESOP curriculum.

FUTURE DIRECTIONS

Current plans for Employer Specific Training will take the program in several new directions.

- A project will be developed to establish a curriculum development team that will link the Department of Economic Development Industrial Effectiveness Program (IEP) findings with a plan for follow-up training services. The team will familiarize themselves with the company work force needs and DED reports, identify course topics, conduct job tasking activities, and develop a company-wide plan for employee training.
- Several initiatives will be directed towards improving New York's competitiveness in international trade. A conference of the National Association of Small Business International Trade Educators will be held in Niagara Falls hosted by the Western New York Regional Education Center. A consortium Import Export Training Grant will enhance the skills of educators and small business representatives in the international trade arena. A program will be funded on Long Island to support the New York - Japan partnership and to enhance the export skills of small businesses.
- Programs will be developed to assist defense manufacturers to take advantage of new opportunities in commercial or industrial production.
- Efforts will be continued to enhance the coordination of Education Department Workforce Development efforts with those of other State and local agencies leading to an integrated service delivery system.

CONCLUSION

"We are just an average country with an average level of productivity, and an average level of technology and we do not have that tremendous lead on the rest of the world that we used to have. Our principal competitors are simply producing workers more capable of developing modern production skills. The lack of these skills is preventing us from achieving the productivity gains that we should be getting."

Lester Thurow

"No transformation is more subtle, yet more explosive...than the megashift from an industrial to an information society."

John Naisbitt

"The productivity of knowledge has already become the key to productivity, competitive strength, and economic achievement."

Peter Drucker

"A central paradox of our time is that if we are to compete successfully in a global economy, we must learn how to be noncompetitive with one another. Collaboration, cooperation and teamwork, rather than individual achievement, will be the mark of an advancing society."

"Preparing Your Child for the 21st Century" McCall's

"We live in a society exquisitely dependent on science and technology, in which hardly anyone knows anything about science and technology. This is a clear prescription for disaster."

Carl Sagan

"With the storehouse of skills and knowledge contained in its millions of unemployed, and with the appalling underuse, misuse and abuse of skills and knowledge in the army of employed people in all ranks in all industries, the U.S. may be today the most underdeveloped country in the world."

W. Edward Deming

The focus of each of these statements from these noted authorities concerns the skills, knowledge, and abilities of the work force, regardless of whether the specifics of the statements deal with science, technology, information, teamwork, or other matters. These authorities and countless others are commenting on a failure to invest in the skills of the labor force. This lack of investment is evident in several different measures of how well the economies of New York State and the nation have performed. As a State and a nation, there is a critical and growing need to increase our investment in developing the current and future work force. In addition to increasing the investment, there is need to make sure that the overall investment is comprehensive, cohesive and flexible in its response to the continuum of worker education needs, from very basic skills through to more highly technical and managerial needs.

The strength of the Employer Specific Skills Training Program is that the resources of New York State's educational system have been directed toward preparing companies and workers to deal with the rapid and accelerating changes in skills requirements. In addition, the program is responsive to the specific needs of each company and group of workers. The results are cost effective training programs developed and delivered without the delay that is often associated with publicly supported programs.

As more education agencies develop stronger working relationships with business and industry through the Employer Specific Skills Training Program, the capacity of these agencies to respond to the needs of the local economy increases. The effect of this industry-education collaboration is a strengthening of the economy, the enhancement of programs provided by the State's educational system, and increased opportunities for the work force.

What remains is to increase the investment in developing the State's work force to match the demands of global economic competition. The increased investment in developing the State's work force would help to ensure that the entire continuum of worker education needs is addressed from the very basic to the highly technical.

APPENDIX

Today, all U.S. employers face a future of increasing global competition, continuous technological innovation and a rapidly changing work force. The Employer Specific Training program will continue to assist New York State employers in meeting these challenges, helping them to grow, to prosper, and to provide good jobs for New York residents.

James A. Duncan Jr.
Job Training Partnership Council

CAPITAL REGION FIRMS 1989

ALBANY
AT & T
D & H Railroad Co.
Moore Data Management *
Fort Orange Press *
PBR Graphics *
Manpower Temporary Agency *
M. Williams Printery *
Qualox, Inc. *
Capital Newspapers
Infosearch
RA Sanderson Contractor *
Western Waterproofing *
Niagara Mohawk Power Co.
Capital Region Econ. Dev. Corp. *

ARGYLE
Sherwood Medical
Sheridan Catheter
Mallinckrodt Anesthesia

BERNE
Prastico Construction *

CASTLETON
DeBriono Caulking Assoc. *

CHATHAM
Crellin Inc.

CHESTERTOWN
Lincoln Logs *

CLAVERACK
Valley Oil

CLIFTON PARK
McGrath Industies *
Wilfred Ganem Contractors *
Bobrick Washroom Equip. Corp. *
Tender Loving Care

COHOES
Swan Knit Manufacture *
Glendale Nursing Home
Burger King *
Kewitt Construction *
Comfortex Corp. *

*Firms employing fewer than 100 workers.

COLONIE
McGraw Color Graphic *

CORINTH
International Paper

EAST GREENBUSH
D & B Accoustical *

FORT EDWARD
Surgeonics, Ltd. *
Decora
GE Capacitator & Power

GANSEVOORT
Baldwin Brothers Refrig. *

GLENMONT
JJ Keenan Contruction *

GLENS FALLS
Evergreen Bank Corp.
Thermal Associates *
PJ Enterprises *
Brian R. Meurs, Inc. *
Mechanical Electrical *
James River Corporation
Whiteman Chevrolet *
Smitty's Tire Center *
Ciba Geigy
Neles *
North American Instrument
Native Textiles
Coneco Laser Graphic *
Corinth Fabrication *
Ames Goldsmith Corp. *
Adirondack Automated Systems *
Glens Falls Cement *
Mammoth Container/Genpak *
Wooden Hill *
Plant Doctor *
Pagnotta's Deli *
Sun Maker
Finch Pruyn
TV Data *
Glens Falls National
First National Bank
Ahlstrom Machinery Inc.

GREENWICH
Stevens & Thompson Paper Co.

HOOSICK FALLS
Norplex Oak
Oak Industries

HUDSON
Compuflex, Inc. *

HUDSON FALLS
Chase Packaging
Denison Service Corp *
Bocchi Service Cente *
Sandy Hill Corp

LATHAM
SR Beltrone, Inc.
Wilson Building & Manuf. *
Colonie Construction *

MIDDLE FALLS
Toy Works *

NASSAU
Millbrook Millwork

NORTH CREEK
Barton Mines Corp.

PEARL RIVER
W.A.M. Associates *

QUEENSBURY
Adirondack Car Care *

RENSSELAER
Sterling Drug

SARATOGA
Quad Graphics

SARATOGA SPRINGS
Saratoga Economic Devel. Corp. *
Saratoga Springs Mineral Water *

The training program you provided for Crellin has been a big success in two ways: it has helped position us for new business and allowed existing skills to be upgraded in order to maintain existing accounts and be more competitive generally.

Dean West
Crellin Inc.
Chatham

SCHENECTADY

The Carl Company
America Soc. for Quality
Saratoga Stone *
Colonie Masonry Corp *
Environment One
Campbell Plastics

SELKIRK

GE Plastics

TROY

Langer-Dion-Morse Associates *
Bendix Friction Materials
Whitehurst Press *
Alchar Printing *
Gardenway, Inc.
Norton Company
NYNEX Material Enterprises
UAW Ford

WATERVLIET

United Screen Graphics *

*Firms employing fewer than 100 workers.

CENTRAL NEW YORK FIRMS 1989

AUBURN
Alco Power
Snyder General

BALDWINSVILLE
McLane Northeast *

CANASTOTA
All Seasons *

CLYDE
Parke Equipment *

CORTLAND
Auxiliary Services Corp. *
Brewer-Titchener
Cortland Memorial Hospital
Cortland Nursing Home *
Marvin Windows *
Pall Trinity Micro
Rubbermaid
Smith Corona

EAST SYRACUSE
Chrysler/New Process Gear
Ryder Trucking *

FULTON
Black Clawson

HOMER
Albany International

LIVERPOOL
Fay's Drugs
Genigraphics Corp. *
Midstate Computer Systems Inc. *
Paul Jeffrey Company *
Personal Computer Services *
PICO Products
Rollway

OSWEGO
Alcan Rolled Products

PREBLE
Saulsbury Fire Equipment

PULASKI
Fulton Boiler

SKANEATELES
Welch Allyn

SYRACUSE
AJS *
Bristol Myers
Butler Fence Co. *
Carols Vending
Carrier/UTC
Chrystal Photo & Painting *
Clean Room Technology *
Community General Hospital
Consolidated Industries
Crouse Hinds
Dairylea
Eastwood Litho Inc. *
Erie Canal Museum *
The Evergreen Mart *
General Transportation Services *
GM Fisher Guide
Goguen Industries *
Hill Haven Nursing Home *
J & L Florist *
Jacquith Industries
James Square *
The Jewish Home of CNY *
Larry's Disposal *
Len Weaver Design *
Leo Mac *
MoJo's *
Northeastern Electronics *
Oberdorfer Foundries
Onondaga Carpets *
P & C Warehouse
Poseidon Restaurant *
Qualex *
Red Cross *
Roy Stanley Inc. *
Ryder Truck Rental, Inc. *
Smith Rest. Supply *
Spaghetti Warehouse *
Spitz Advertising Inc. *
St. Joseph Hospital
Type Express *
Yamaha Country Sports *

UNION SPRINGS
Wickes Elec. Div.

WAMPSVILLE
Dietooling *

*Firms employing fewer than 100 workers.

This was by far, the most successful training program we have ever participated in. It offered the opportunity for our employees to achieve upgrades of their current skills to increase their income potential, while helping us to fill skilled labor positions that have been so difficult due to the current labor shortage in Central New York.

Nancy Sherman
Personnel Manager
Saulsbury Fire Equipment
Preble

FINGER LAKES FIRMS 1989

BATAVIA
Comstock Foods
Gephart Insurance *
Marking Tubing
M.Miconi Woodworking *
Ontario Food *
Orcon/Prescotech *
Prestolite *

The Finger Lakes Regional Education Center has made significant contributions to the economic development of this region. It is the best example I have seen of a partnership between industry, academia and government. The partners work together to make the region stronger and more competitive in the global marketplace.

We at the Eastman Kodak Company support the activities of the Finger Lakes Regional Education Center and encourage expansion of services in order to increase the effectiveness of manufacturing in the region.

Frank Vullo, Director
University & External Relations
Eastman Kodak Company
Rochester

BUFFALO
Reichert-Jung

CALEDONIA
Chloride Power *

CANANDAIGUA
Voplex *

E. BLOOMFIELD
ITI *

FAIRPORT
Illbruck *
LPA Software Inc. *
Qualitrol Corp *

GENEVA
Geneva Gen Hosp

HAMMONDSPORT
Mercury Aircraft *

HONEOYE
Metscan *

LYONS
Laglasse Iron *
Parker Hannifan

MANCHESTER
Wise Die Casting

MEDINA
Medina Hospital

NEWARK
Foldpak *
I.E.C. Electronics *
Newark-Wayne Hospital
Spinco *

ONTARIO
Harbeck Mfg. *

PAVILION
Pavilion State Bank *

PENFIELD
Nalge Company *

PERINTON
Sendec *

PERRY
Champion Products

PITTSFORD
Strategic Business Inc. *

RETSOF
International Salt

ROCHESTER
AC Rochester
ACM Labs *
Advantage Credit Union *
AJL Tool & Mfg. *
Alcohol Rehab Assoc. *
Amarel Precision Inst. *
Amer Credit Services *
Amplaco Plastics *
Aquatec Marine Prod *
ARCO Industries
Associated Tool&Die *
A&A Metal Fabricating *
B&B Precision *
Ballantyne RV/Marine *
Bausch & Lomb
Bell Engineering
Benefax *
Bill Schmitt Remodeling *
Black Gold Asp. Main. Co *
Burns Personnel *
Caltronx *
Cannon Industries *
Carl J. Adams Insurance *
Central Trust
Champion Products
Chili Plastics *
Christ, Brooks & Glosser *
Combustion Engineering *
Commercial Janitor Ser *
Computer Consoles
Computerland *
Copyworld *
Cosmo Dell'Anno *
Custom Bus. Solutions *
Datrose Industries *
David King, Attorney *
Delco Products
Democrat & Chronicle
Deridder Incop *
Don Kent *
Eastman Kodak
Electronic Data Systems *
Electronic Navigation
Electronics Testing Ser *
Empire Blue Cross/BS *
Enbi Corp *
Erdle Perforating *
E.I. Dupont *
Federal Stampings Inc. *
Fibercied Fill&Pave Co *
Fran Springer Interiors *
Gables Retirement Comm *

*Firms employing fewer than 100 workers.

General Railway Signal
General Serv. Admin
Geva Theater *
Gillette Machine *
Gillette Machine & Tool *
Gleason Works
Greater Roch Cable *
Greece Central School
Hammer Lithographic *
Hills Department Store *
Holtz Suburu *
Housekeeping Unlimited
Havac *
Hyatt Legal Services *
H&A of New York *
Industrial Mgt. Council
Info Transfer Ind Inc. *
Jim Waters Construction *
John Betlam Heating *
Lifetime Assistance *
Magnetic Systems *
Marine Midland
Masline Electronics *
Meas Sears Serv Ctr *
Micro Instruments *
Milton Roy Co *
Miracle Hundai *
Mixing Equipment *
Mobil Chemical
Monroe Savings Bank *
Mulkin Chevy/Olds *
Nationwide Precision *
Norstar Bank
Nothnagle Realtors *
Nu-Kote *
Nylomold Corp.
Office Prod. Unlimited *
Parent Support Services
Pfaudler Company
Plymouth Rock *
Progressive Properties *
RIT Research Corp
Roch Tooling & Machine
Rochester Products
Roch. Gas & Elect
Roch. Instrument Systems
Rochester Philharmonic *
Rogers Assoc. *
Rogers Corp. *
Roslin Computers *
Saunders Mfg *
Schlegel Comp
Schlegel Corp.
Sear Brown *
Service Master *
Sexton Foods *
Shearson & Lehman *
Strong Memorial Hosp *
SUNY Brockport *
Superior Temp Agency *
TAD Employment Agency *
Taylor Instrument Co.
Tech Aid Employ Agency *
Univ. of Rochester
Whited Heating & Cooling *
Winross Company *
Xerox Corp. *

SCOTTSVILLE

Coopervision-Aquaflex *
SENECA FALLS
Goulds Pumps

SILVER SPRINGS

Morton Salt

VICTOR

Alkron Mfg.
James L. Day Co. *
Victor Insulators

WAYLAND

The Gunlocke Co

WEBSTER

H.S. Resources *
John Black Jr./Cons *
Trident Tool

*Firms employing fewer than 100 workers.

HUDSON VALLEY FIRMS 1989

ALLENDALE
Marshall Design *

ASHLAND
Winchell Gas *

BEACON
Tallix
Witco Corp./Chemprene Division

BEDFORD HILLS
Caldor's

BEDFORD VILLAGE
Village Service Center *

BREWSTER
American Progressive Insurance Co.

The success of these past programs has allowed the company to greatly improve production levels, improve efficiency and utilization, reduce scrap and rework of parts, improve employee skills and knowledge, and reduce accidents and absenteeism. The low labor market conditions and the need to provide promotional opportunities and avoid obsolescence, has made this training support critical to the future of our business.

Rosemary Fay
Personnel Manager
IMO Delaval Inc.
Controlex Division
Fields Lane
Croton Falls

CALLICOON
Delaware Valley Job Corps Center
Ron's Collision Service *

CARMEL
Guiderpost *

CENTRAL VALLEY
Woodbury Common Mall Association

CHAPPAQUA
Doerr's Garage, Inc. *

CROTON FALLS
Controlex

CROTON-ON-HUDSON
Bob & Ott's Inc. *
Dom's Friendly Service *

DOVER PLAINS
Westchester Modular Homes, Inc.

ELMSFORD
Doug's Glass & Towing *
Self-Powered Lighting Inc. *

FLORIDA
Big V Supermarkets, Inc.

FOREST HILLS (YONKERS BRANCH)
Citibank

GARDINER
Virtis Company, Inc.

GOSHEN
Day-Out Temp *

HARRISON
The Bank of New York

HARTSDALE
Yonkers Teachers Federal Credit Union *

HAWTHORNE
Peoples Westchester Bank

HIGHLAND
Highland Manufacturing, Inc. *

HORTONVILLE
Buddenhagen's Ford *

KIAMESHA LAKE
Concord Resort Hotel

KINGSTON
Heritage Energy Company *
Huck Manufacturing
Kingston Oil Supply Corp. *
M & E Mfg. Co. *

LIBERTY
Agway Energy Products *
Cable Vision Industries *
C.Yaun's Sons *
Dainack Auto Body *
Gerow Ford Sales, Inc. *
Jean Philippe Auto Body Repair *
Liberty Service *
Mears Electric *
Tompkins Dodge *

LOCH SHELDRAKE
Foxcroft Village *
Mike's Auto-mart *
Sherco Automotive Warehouse *
Shermans Auto Center *

MAMARONECK
Bricklayers and Allied Craftsmen

MIDDLETOWN
Guild Molders
Hercules, Inc.
Here's Help Temps *
Lloyd's Supermarket
TRR Carriers, Inc.
Wallace Oil Company *

MILTON
Triple R Industries

MONGAUP VALLEY
Ideal Garage *

MONTGOMERY
Grand Union
Osram Corporation

MONTICELLO
Arthur Glick Truck Sales *
Bogner-Seitel *
Cohen Bros. *
Combined Energy Services *

*Firms employing fewer than 100 workers.

CRT Inc. *
Frontier Columbus Corp.
Gildick Auto Wrecksperts *
Landfield Garage *
Monticello Ford-Lincoln *
Precision Automotive *
P.A. Fire & Burglar Alarm Co., Inc. *
Robert Green Chevrolet *
Smalls Plumbing & Heating, Inc. *
Sullivan Cty. Gas Service *
Upstate Nissan *
Van Etten Oil *

MT. KISCO
Bedford Fair *

MT. VERNON
Coventry Manufacturing Co., Inc.
Litton Potentiometer
Raimondo's Auto Repair Inc. *
Semi-Alloys Inc.

NANUET
Card Emporium *
Lindsay Water Conditioning *

NEW CITY
Fasman, Zucker, Klein & Feldstein *
Rainbow Computer Services, Inc. *
Steven M. Silverstein, Attorney *

NEW PALTZ
Viking Industries, Inc. *
Wadlin and Erber *

NEW ROCHELLE
Marine Midland Bank, N.A.
Medical Supply Company *

NEW WINDSOR
Dennison Monarch *

NEWBURGH
Daley Oil *
JGE Enterprises *
Johnson Controls
J&H Smith Light Corp. *
Macbeth
Metal Container Corporation
Newquip Machinery Co., Inc. *
Porco Gas Service Inc.
Weaver Gas Company, Inc.
Teamsters, Local #445

NORTH TARRYTOWN
General Motors CPC

PEARL RIVER
Lederle Laboratories
Pearl River Board of Trade *

PEEKSKILL
Burnwell Gas Corp. *
Con Edison Indian Point Station
Paraco Gas Corp. *

PLEASANT VALLEY
Adirondack Bottled Gas Corporation *

POMONA
Sal Levine, M.D. *
Westrock Pool Center *

PORT CHESTER
Caldor, Inc.
Regent Heating & Air Conditioning *

POUGHKEEPSIE
Bricklayers & Allied Craftsmen, Local Union #44
Central Hudson
Command Airways
Fairview Litho *
Fargo Manufacturing
Hamilton Reproductions, Inc.
Hudson Valley Oil Heat Service Managers, Inc. *
IBM
Mid-Hudson Valley Propane *
Schatz Manufacturing, Co. *
Star Gas, Inc. *

PURCHASE
The Mutual Life Ins. Co. Inc.

ROCK HILL
Rock Hill Service Center *
Thompson Sanitation Corp. *

ROCKVILLE CENTRE
Food Emporium (Westchester Co.)

ROSCOE
Roscoe Motors, Inc. *

ROSENDALE
US Health Equipment Co. *

SCARSDALE
Scarsdale National Bank and Trust Co.

SMALLWOOD
Dollard Electric *

SOUTH FALLSBURG
Fallsburg Gas Service Co., Inc. *
Brother's II Auto Body Repair *
Repairs R Us *

SPRING VALLEY
The Word Factory *
Weleda Inc. *

STONY POINT
Carpenters Local Union #964

TARRYTOWN
Marriott Hotels & Resorts

TUXEDO
Cintichem, Inc.

VALLEY COTTAGE
A.O.R. Developers, Inc. *

WALDEN
Spence Engineering *

WALLKILL
Van Deusen's Fuel *

WAPPINGER FALLS
Bottini-Morgan Fuel *

WEST NYACK
Champion International Corp.
IBEW, Local Union #503

WHITE LAKE
Fox's Service Station *

WHITE PLAINS
American Savings Bank
Audio Design Associates *
Bank of New York
Chemical Bank
Westchester Minority Commerce Assoc., Inc. *

WINDHAM
Winchell's Gas Corp. *

WOODRIDGE
Krieger's Chevrolet and Oldsmobile *

*Firms employing fewer than 100 workers.

YONKERS

Ciba-Geigy
Frank Madonia, Inc. *
Hudson Valley National Bank
Mayfair Organization *
People's Westchester Savings
Refined Sugars
Sound Distributing Corporation *
The GAP *
The Travelers
Yonkers Savings and Loan Association

YORKTOWN HEIGHTS

Blue Cross-Blue Shield
Domus Inspection and Appraisal Service, Inc. *
Good People *
Telemarketing Concepts

YOUNGSVILLE

Pantel Electric *

*Firms employing fewer than 100 workers.

LONG ISLAND FIRMS 1989

AMITYVILLE
Amity Harbor Marine *
N.Y. Trades Assoc. *
Wesler, Cohen Assoc. *

AQUEBOGUE
Additive Products *

ATLANTIC BEACH
Atlantic Beach Club *

BAYPORT
Hubert Zepf Surg. Instru. *

BAY SHORE
Entenmann's
Lumex
Prof. Process Service
Sagrestaro Electric *
Square Head & Sons, Inc. *

BELLE TERRE
Nevellino Enterprises *

BELLPORT
Rant Contracting, Inc. *

BETHPAGE
Elmer Henn, Inc. *
Grumman Corporation

BOHEMIA
Aerospace Avionics
All American Awards *
American Therapeutics *
Chromate *
Data Motion Device Corp. *
Dayton T. Brown, Inc.
Dorne & Margolin
ILC Data Device
Litton Aeroproducts *
Symbol Technologies
Syntek *
Working Apparel *

BRONX
Shelter Cove Marina *

BROOKLYN, NY
NYC Board of Education

BRYANT LAKE
Point O'Pines *

CALVERTON
Kent Animal Shelter *

CARLE PLACE
Hart Systems
L.I. Development Corp. *

CENTER MORICHES
Dr. Muneer Imam *

CENTEREACH
Ackerman & Ackerman *
Crystal line Stripping *
D & R Advertising & Mail. *
Heritage Dental Center *
Ideal Plumbing & Heating *
LeMart, Inc. *
Long Island Paneling Cen. *
Money Management *
Mr. Lawn Service *
Sara Royce, Consultant *
Video Events *

CENTRAL ISLIP
Executons *

CHERRY VALLEY
Rainbow Gallery *

COMMACK
C.F. Electronics
SAS Realty Eval., Inc. *
Tempo Instruments

COPIAGUE
L.I. Communications *
Angle Iron Company *

CORAM
F.H. Federmann, C.P.A. *
Jeffrey S. Ferber, C.P.A. *
Victory Sports Med. Co. *
Yankee Trader *

DEER PARK
AIL Systems, Inc.
BJG Electronics *
Dimensions Plus Inc. *
L.I. Credit Union League *
Medco Electronics *

DIX HILLS
Lawn N'Turf Inc. *

EAST ISLIP
Islip Art Museum *

EAST MEADOW
Tempo

EAST MORICHES
Eastern Scaff. & Shoring *
Moriches Marine Land *

EAST NORTHPORT
CRS Industries, Inc. *
Fred's Carpet *

EAST PATCHOGUE
Suffolk Research Service *

EAST QUOGUE
Sky Electric *

I personally have seen a huge improvement in my department (Payroll and Human Resources) due to the Suffolk County Community College Programs funded through the Long Island Regional Education Center. As information is constantly requested from upper management, this new resource has been a great benefit to us as the speed and efficiency resulting from this newly acquired knowledge affords the time necessary to keep my departments functioning at a much higher productivity level.

Mary Macedonia
Manager, Employee Services
AUDIOVOX
Hauppauge

*Firms employing fewer than 100 workers.

EAST ROCKAWAY
Acme Service Co. *
K & B Outboard *

FARMINGDALE
American Business Assoc. *
Bulbtronics *
Creative Tech.
Eric Besser *
Gubbins Running Ahead *
Hart Diversified, Inc. *
Kerk-Mayer *
Walcro Carpets, Inc. *
Wire Graphics *

FARMINGVILLE
Adco's Fashion Boutique *
Suffolk Co. Vietnam Vets. *

FRANKLIN SQUARE
Scott Carpet Corp. *

FREEPORT
Boatland, Inc. *
Fred Chall Marine *
Melto Metal Products *
Nichols Rug Cleaning *
Richland Optical *
Seadoor Marina *

GARDEN CITY
Lorden Electric *
Nassau Community College
The Depository Trust Co.

GLEN COVE
Atlantic Marketing *
Glen Floors *
Harrison Conference Serv. *

GREAT NECK
Evins Exterminating *
Flooring Solutions *
SXD Assoc. *
Signalert *

GREENLAWN
Hazeltine Corp.
Joe Barb Travel Ltd. *

HAMPTON BAYS
Okeanos Research Found. *

HAUPPAUGE
Algorex
Audiovox
Curron & Connors *
Environmental Compliance *
Fabronics *
Floral Glass & Mirror *
Gull, Inc.
Jacknob
MA/COM Microwave Power
Metropolitan Life Ins.
Narda Microwave
North Atlantic Ind.
Pharmafair, Inc.
Scientific Technology *
Syscomm International *
Viacom Cablevision

HEMPSTEAD
Displaced Homemakers *
Lawn Gro *
Town of Hempstead

HICKSVILLE
Air Technique *
Fiorini Landscape *
Long Island Lighting Co.
Long Island WEOC *
Mainline Electric *
OCS Security *
XSCEL Catering *

HOLBROOK
Baers Rug & Linoleum *
Coste Agency *

HOLTSVILLE
B & J Maintenance *
Cardion Electronics, Inc. *
Island Wide Flooring *
Magnetico *

HUNTINGTON
Oofie's Big But Beautiful *

ISLAND PARK
K & K Outboard *

ISLANDIA
The D Abstract Corp. *

ISLIP
CMD Marketing *
ITS Instruments *
Joel Seidner *
W. H. Harrison, Jr. & Assoc. *

JERICHO
Chemical Bank
Nassau Pennysaver

JEWETT
Premier Tennis Camp *

JOHNSTOWN
Fulton-Montgomery C.C.

KINGS PARK
Coleman & Coleman Assoc. *
R.H. Industries *
Stanhope Associates, Inc.

LAKE GROVE
Joseph D. Casparo C.P.A. *

LAKE PLACID
Camp Treetops *

LAKE RONKONKOMA
Mr. Lube, Inc. *
Steven G. Carroll, Acct. *

LEVITTOWN
AMPJAM Landscaping Co. *
Orbach Enterprises
Surfside 3 Marina *

LINDENHURST
Via Taxi *

LONG BEACH
Federal Credit Union *

LYNBROOK
Frank J. Becker, Inc. *

MANHASSET
CMP Publications, Inc.
Envirosafe Services *
Isis Gallery Ltd. *
London Jewelers *
Science Museum of L.I. *

MASSAPEQUA
Biltmore Beach Club *
Florence Gringas *
Joy Grand *
Sears

MATTITUCK
Marineland *
Times-Review Newspapers *

MEDFORD
J. Cerullo Snow Plowing *

MELVILLE
Allied Landscaping *
Citibank

*Firms employing fewer than 100 workers.

Equicor
Estee Lauder
Histacount
Impell Corporation
Lambda
Miltope Corporation
Nat'l. Westminster Bank
Newsday
Otari Corporation *
Target Rock
Underwriters Labs
United Tech. - Norden
United Way *

MERRICK

Byte Shop *

MIDDLE ISLAND

McIntosh Auto Body, Inc. *

MILLER PLACE

Amsoil Agency *
Joseph T. Manning, Esq. *

MINEOLA

Harry Katz Floor Covering *
JRS Architect, P.C. *
Sidney B. Bowne & Son *

MONTAUK

Gurney's Inn Resort & Spa

NESCONSET

Baskin Planning Cons. *
Kondenar Contracting *
Opal Pools *
Perma Built Pools *

NEW HYDE PARK

All Out Floors *
Consumer Carpet *
L.I. Floors, Inc. *

NEW YORK

Jaret Ltd. *
Select Fitness Center, Inc. *

NORTH BABYLON

Cordials *

NORTH MASSAPEQUA

Graphic Design Studio *

NORTHPORT

V.F.R. Construction Co. *

OAKDALE

Oakdale *
Starlite TV *

OCEANSIDE

Be Gone Pest Control *
C.G.S., Inc. *
Cap-A-Radiator *
Delegianis Construction *
Horizons *
Kravitz Jewelers *
Personal Touch *

OLD BETHPAGE

J Richard Smith Adv. *

OLD WESTBURY

Old Westbury Golf & Ctry. Club *

OYSTER BAY

First National Supermkts.

PATCHOGUE

ABD Communications *
Aid Auto Stores
Barclay's Bank of N.Y.
Century 21
Creative Upholstery *
Gunny Sack *
Image Engraving *
Reliance Security *
Smith & Jung *
Swezey's *
The Marion Company *
Vinmar Serfice Station *

PLAINVIEW

Cornell Coop. Ext. 4-H Camp *
Sid Tool Company
Spellman High Voltage
US General *

PORT JEFFERSON

Caldwell Banker *
Marine Carpet Specialists *
Special Effects *

PORT JEFFERSON STATION

Kristin Financial Group *
One-to-One Nursing Care, Inc. *

PORT WASHINGTON

Alper's *
C & D Belt *
Columbo Catering *
Cow Bay Marine Service *
Data Connections *
Dell Transportation *
Dom's Lawn Maker *
Joan Smith *
Lager Yachts *
MacCrate Realty *
North Shore Vision *
Olympic Cleaning & Maint.
Phillip Brill & Assoc. *
Sandsport Realty *
Seiler Insurance *
Sude Jewelers *
Thomson Industries
Tone Commander Systems *
Ventura Yachts *

QUEENS VILLAGE

AMCAR *

RIDGE

Discovery Toys *
J & J Vending *
Ridge Rest Home *
SEM Management Corp. *

RIVERHEAD

Dimension Cable
Electronic Eel, Inc. *

ROCKVILLE CENTRE

E. Slott & Co. *
Edith Stonitsch *

ROCKY POINT

Athl. Scholarship Assoc. *

RONKONKOMA

Aerodyne Controls *
Anchor Offset Prep. Inc. *
Beta Transformers
Champ Products *
Cybex
Daytona Coach Works *
Island Personnel Services *
Lang Agency *
Megonnics *
Move In Construction *
Structural Sales *
Ungermann Bass *

SAYVILLE

A Basketful *
Anchor I *
Barbara-Louise *
Clearview Optical *
Fitness Feeling *
Glory Mail Order *
John Fickling, Inc. *

*Firms employing fewer than 100 workers.

Judith Stein *
Keri Sheenhan Tavern *
Lackmann Food Service *
Ozzie's Camping Center *
Patchworks *
Reruns *
Sayville Ferry *
Sayville Inn *
Steins Dept. Store *
Thurber Appliance *
Tru Quality Const. Co. *
Typing Unlimited *
Village Gift Shop *
Why Knot *
Woodley Advertising *

SEAFORD

National Coverage Corp. *

SELDEN

DePasquale Enterprises *
Deb Enterprises *
Sharon Kely Real Estate *
Treumans Layouts, Inc. *

SETAUKET

D. S. Mills, Inc. *
RAK Electrical *

SHIRLEY

AC Electrical *
Metro Door *

SHOREHAM

George MacDonald, Acct. *
NYS Assoc. Retard. Child. *

SMITHTOWN

Chemex Pool Supplies *
Contract., Consult., & Elec. *
Jericho Boats *
Riverside Pools *
SCOPE-Peconic Dunes Camp *
Suffolk Community Council *

STONY BROOK

Park House, Inc. *
Summer Inst. in Amer. Living *

SYOSSET

Friends of L.I.'s Heritage *

UNIONDALE

All State Insurance *
European American Bank
Frequency Electronics *
Tender Lawn Care *
Turf King *

UPTON

Brookhaven Nat. Labs

VALLEY STREAM

Atlas Floors *

WEST BABYLON

A-1 Carpet *
Babylon Electric Motors *
Perfect Power *

WEST HEMPSTEAD

Nat. West. Bank USA

WEST SAYVILLE

Garrett Construction *
L. I. Telephone, Inc. *
Lacara & Galvez *
Strathmore Construction *

WESTBURY

Anthony Mastroianni *
Lackman

WESTHAMPTON BEACH

Quantuck Beach Club, Inc. *

WOODBURY

Jericho Interiors, Ltd. *

WOODSIDE

Solux Corporation *

WYANDANCH

Lunn *

*Firms employing fewer than 100 workers.

MOHAWK VALLEY FIRMS 1989

ADAMS BASIN
Canalside *

ALBANY
Albany Jr. College of *
Visual Arts *
Michael William Printery *
Eagle Press *
NLS Printing *
NLS Typographix *
Lower Forty Pre-Press *
SUNY Central Admin.:
Printing Department *
World Printing *
Zone V Litho Pre-Press *

AMSTERDAM
API *
GEM Urethane *
Printing Department *
Mohawk Finishing Products

AVERILL PARK
Ananus Heis Bed & Breakfast *

AVOCA
Mitchells - Patchwork Peace *

BARNEVELD
Jeans -n- Tops *
Jet Sew *

BINGHAMTON
Pickle Hill *

BOLTON LANDING
Hilltop Cottage *

BOONVILLE
For Goodness Sake *

BROOKTONDALE
Finger Lakes Innsitting *

BUFFALO
Rainbow Hospitality *

BUSHNELLS BASIN
Oliver Louds *

*Firms employing fewer than 100 workers.

CANANDAIGUA
Wilder Tavern *

CANAJOHARIE
Beech Nut Nutrition Corporation
Central National Bank

CANASTOTA
Hilltop H.E.P. *

CATSKILLS
Greene County Promotion Department *

COBLESKILL
SUNY Cobleskill:
Printing Department *

COHOES
Michael Williams Printery *

COLD BROOK
Woodmasters Unlimited *

COOPERSTOWN
Angelholm *
Creekside-Fly Creek *
Hill & Hollow Farm *
Inn at Brookwillow *
Leather Originals *
Litco Farms *
Stocking Homestead *
Wynterholm *

CORNING
Rosewood Inn *
1865 White Birch *

DOLGEVILLE
Adrianna Naizby *
Forget-Me-Not Florists *
The Plum Tree Gift Shop *

DRYDEN
Sarahs Dream *

EAST HAMPTON
Maidstone Arms *

ELKA PARK
Windswept *

ESSEX
Essex House *

FAIRPORT
Woods Edge *

FRANKFORT
Artic Aire *
Blueberry Hill *
Bookkeeping & Payroll Services *
Leatherstocking Bed & Breakfast *
McCraith *

FULTON
Battle Island Inn *

GLOVERSVILLE
Co-op Training *
Freelance Photographer *
Spalding Sports Worldwide

HAINES FALLS
Huckleberry Hill Inn *

HAMMONDSPORT
Laufersweilers Blushing Rose *

HERKIMER
Annutto's Fruit/Vegetables *
Bellinger Woods *
Cutting Loose *
Harmil Company *
Herkimer Electronics *
Martha Realty *

I have found the Mohawk Valley Regional Education Center for Economic Development to have the quickest turnaround, the most flexibility, and the best delivery system. I believe that the best economic development programs are ones that help existing industry grow and prosper. A primary way of accomplishing this is to help industry improve the skills of its employees so as to allow them to be more competitive in both productivity and quality. Employer Specific Skills Training Grants (ESSTG) as provided by the Regional Education Centers are an excellent vehicle.

Robert I. Trachtenberg
President
Hamilton Digital Controls Inc.
Utica

Momentum Manufacturing
Walawender Heating & Plumbing *
The Yarn Basket *

HOBART
Breezy Acres *

HOPKINTON
Adirondack House *

HORSENECK
Time Out For Innkeepers *

HOWE CAVERNS
Cavern View *

HUDSON FALLS
Hamilton Essex BOCES *

HYDE FALLS
House on the Hill *

ILION
Duofold, Inc.
Everlasting Florals *
Family Chiropractic *
Floral & Craft Center *
Jill Rae Signs *
J.R. Enterprises *
Laymon Home Renovation *
Van Evera Associates *
White Dog Trail Company *
Wrenovation's *
4 Seasons Tire & Auto Center *

ITHACA
Buttermilk Falls Bed & Breakfast *
Hound & Hare *

JOHNSTOWN
Cataract Care Center *

KINGSTON
Big Red Q Printers *
P&R Advertising Associates *

LAKERIDGE
Cudd Duck *

LEWISTON
Cameo Inn *

LITTLE FALLS
Asteroga House Pub & Cafe *
D&L Home Care *
Little Falls Appliance Center *
Little Falls Woolen *
WLFH Radio *

*Firms employing fewer than 100 workers.

LOWVILLE
Yankee Craftwork *

MANHATTAN
Bed & Breakfast Network of New York *

MARCY
The Blue Willow Gift Shop

MOHAWK
Guido Garage, Incorporated *
Mohawk Small Engines *
Personal Touch *
R.D. Associates *
Robel Studio, Incorporated *
Roy's Ag. Repair *

NEW YORK CITY
Urban Ventures *

ONTARIO
Windy Shore Bed & Breakfast *

ORISKANY
Bus Industries of America
Jones' Variety Store *

OSWEGO
Chestnut Grove Inn *

OXFORD
White Gate *

PALMYRA
Canaltown *

PENFIP
Strawberry Castle *

PROSPECT
Bishop Computer Services *

ROCHESTER
Dartmouth House *
Innepts *

ROME
National Standards

ROTTERDAM
Infographics *

RUSHVILLE
Lakeview Farm *

SARATOGA SPRINGS
Quad/Graphics *

SAUQUOIT
Cottonwood Cottages *

SCOTIA
Eric Hugo Printing *

SHERRILL
Oneida Limited

SODUS POINT
Silver Waters Guest House *

ST. JOHNSVILLE
Loving Touch Fabrics *
Sentinel Products

SYRACUSE
Bed & Breakfast Wellington *

THENDARA
Moose River Lodge *

TROY
HVCC Printing Department

UTICA
Tracy Adams, Incorporated *
Adirondack Amusement Rides *
All State Electric *
Costello Laundry Equipment *
Geisha II *
General Electric
Hamilton Digital
Irving Trust
Norstar
Party Elegance *
Peek Supply Company *
Photography by Yan *
Richards' Barber Shop *
Willoughby, Auctioneer *

VERNON
Lavender Inn *

WASHINGTON MILLS
Soft Murals *

WATERVILLE
Bed & Breakfast of Waterville *

WAVENSBURG
Country Road Lodge *

WHITESBORO
Happy Times Balloon *
Mobile Mechanix *

WINDHAM
Country Suite *
Burkart Automotive *

NEW YORK CITY FIRMS 1989

BRONX

Alexander's Dept. Store
All State General
Alter Steel Window Corp. *
August & Zelikson, Inc. *
BEC'S General Construction, Inc. *
Bermeo General Contractors *
Bly Construction Corporation *
Bronx Lebanon Hospital
C & V Iron Works Corp *
C F M Steel & Construction *
C.R. Collazo Contracting Corp *
Cainfas Consultant *
Casado Woodcraft *
Charles James Piping & Heating, Inc. *
Chile Construction *
City Wise Contracting Development *
Concourse Village *
Crystal Studio, Inc. *
Davis Construction *
Dazzling Dazzles Construction Corp. *
Delta Construction *
Dixon Counselor *
Don Green's Construction *
Dynamic Plumbing Consultants Corp. *
E & R Hardware *
Ed-Tom Construction Corp. *
F.W. Clarke Electric Company *
Fleetwood Soc. (Pub. Relat) *
G.L.E. Electrical Construction Corp. *
Gae Tech Systems Inc. *
Gillette Construction Company *
Globe Construction Company *
H. Wallister Francois *
House of Carpets *
Kazi Construction Co., Inc. *
Laines Petroleum Corp. *
Llewellyn Electric Corp. *
Luval Contracting Corp. *
Manuel Sertzen, Inc. *
Marlisa Discount Store, Inc. *
Mashack Construction Co., Inc. *
Mel Electric, Inc. *
Mr. Special Supermarket *
Nate Associate *
Nuestro Tesoro Catering, Inc. *
Pelham Plumbing & Heating Corp. *
Petenor Painting & Contracting Corp. *
R.R. General Repairs *
Ramondo (Pub. Relations) *
Rivera & Associates Development *
Rodriguez Word Processor *
Ross Apple Construction Services *
S & K Roofing & Waterproofing, Inc. *
Stalzon Construction Co., Inc *
Tanks A Lot, Inc. *
Tracey Salahuddi *
Tremed General Contracting Corp *
Van Rae Electrical, Inc. *
Vasquez Contracting Corporation *
Veronica Townsend *
Vibranalysis, Inc. *
Victory Fence Co *
Water Power Corp *
Wil-Tom Construction Co., Inc. *
Williams Associates *
Xtech, Inc. *
Zunni Construction & Maintenance Corp. *

BROOKLYN

1773 Development Corp. *
4H Refrigeration & Air Conditioning *
Alex Graphics *
All Power Electric, Inc. *
Alwon Electric Inc *
Anderson Carpet, Inc. *
Any-House General Contracting, Co., Inc. *
Appealing Isomeric Designed Somatology Ltd. *
B & H Electric Co. Inc. *
B G Development Construction *
B. Holiday Theatre *
BBsBalloon Service & Party Planning *
Bhrags, Inc. *
Blue Ribbon Electrical Contractors, Inc. *
Bob's Roofing & Siding Co, Inc *
Briley Gabriel *
Brownstone Interiors *
C & M Realty Corp. *
Cabin Electric Inc. *
Cheung's Construction Corp *
Cob Associates of New York, Inc. *
Computer Assisted Learning, Inc. *
Computer Department Placement Service *
D.M.S. City *
Dahill Moving & Storage Co. *
Darling Const. Corp. *
Duke T. Louie *
Eagle Home Improvement & Building Maintenance Corp. *
East Brooklyn Kiddie Kottage *
Education Action Development Center *
Excel Construction *
Eze Welding *
Feldman Lumber Co. *
Felmorcas Realty *
Flower Works, Inc. *
Francis Carpentry & Painting *
Grand Counsistary of N.Y. *
Greenpoint Electric *
H R Hall Contractor *
H.V. Allen Construction *
Halsey Construction Corp. *
Hamilton Construction *
Helene Wirshborn, Ladies Clothing *
Ideal Contracting Corp. *
InterCity Electrical Contracting Corp. *
J&M Home Improvement Co. *
J.C. Campbell *
Jamison Contracting *
Jean Danet, Inc. *
Kage Contractors *
Kugler Contracting, Inc. *
L.B. Hendricks, Inc. *
Lektric Installation Corp. *
Lieblich Secretarial Service *
M A M Electric Corp. *
MYF Construction Dynamics Inc. *
Magfa Corp. *
Master Lou's Bakery *

The Employer Specific Program funding for the Garment Industry Development Corporation training programs has played a critical role in our strategy to strengthen the apparel industry in New York City.

Jay Mazur
President
International Ladies Garment Workers Union
New York City

*Firms employing fewer than 100 workers.

McLeod Electrical Contractor *
M. Buttacazoli, Inc. *
Mofford Home Improvement *
Monte Electric *
N.S. Electrical Corp. *
Nor - Ton Services, Inc. *
Peron Installations *
Peter Weir, Inc. *
Pratt Area Community Council *
Preus Designs *
R & W Carpet Cleaning Co. *
Rafael E. Contreras, Inc. *
Ritz Construction Company *
Rogakos Brothers, Inc. *
Ronnart Electric Co. *
S L & G General Contracting Inc. *
S.L. Burgess Co. *
Sengane Power Systems, Inc. *
Skillful Construction, Inc. *
Sunset Park Contracting Corp., Inc. *
TIO Enterprises, Inc. *
The Exceptional Entertainment Company, Inc. *
Timms Electric Company, Inc. *
Triac Electrical Corp. *
Trico Construction, Inc. *
Venus Reflection *
W. Jasper Mobley Co. *

MANHATTAN

7 Grains Health Food *
A & K Assoc. *
AC3D, Inc. *
AGH Trimsource *
Accesible Architecture *
Adia Personnel Services *
Adirondack Chair Company *
Advance Slipper Co. *
Aetec *
Airline Delivery Services *
Alamer Jewelry *
Allegheny Personnel *
Allegheny Services *
Allen E. Kaye, Esq. *
Alyson Taylor Personnel, Ltd. *
American Institute of CPA's *
Apartment Furniture Rentals Associates *
Applied Human Resources *
Argent's Travel Agency *
Arlene Soloman Association, Inc. *
Aromando Computers & Communications, Inc. *
Arthur D. Levy & Co. *
Associated Temporary Staffing *
Astarte Cosmetics, Inc. *
Asuscio Pacis *
Atrium Club *
Austern & Paul, Inc. *
Automobile Pollution Control, Inc. *
B.L. Ochman P.R. *
BIS Banking Systems, Inc. *
Bank of India *
Banque Nat'l DeParis *
Best Word Processing *
Beverly Novick Jewelry Design *
Bind-It-Corp. *
Black, Tamber, Goldberg *
Blue Chip Contracting, Ltd. *
Bodyworks Fitness, Inc. *
Bonnie Ott Promotions *
Brevid Associates *
Bronx Decorator General Contracting *
Brown, Harris, Stevens *
Buck/Cane Architects *
Business Furniture *
Bway AM Electrical Prod. *
CBA General Contractor, Inc *
Cambria Contractors, Ltd. *
Cardinal Type Service *
Career Visions Unlimited *
Carl F. Ewig, Inc. *
Centex Telemanagement, Inc. *
Chase Manhattan Bank
City Data Products, Inc. *
City Does It Corp *
Clare Harper & Associates, Inc. *
Classic Electric, Inc. *
Commercial Travel & Services Corp. *
Computer Documentation *
Continental Insurance Co.
Corporate Annual Reports Inc. *
Covedata, Inc. *
Creative Carriers, Inc. *
Custom Resource, Inc. *
D.E.I. Management Group *
D.M. Slonim *
D/L Laboratories *
Dale Camera Graphics, Inc. *
Darryl Foster, Inc. *
Datatype International, Inc. *
Davic Liebrech CPA *
Del Business Systems, Inc. *
Den Tec *
Digital Communications *
Distinctive Temporary Services, Inc. *
Dot Personnel Agency *
Drake Beam Morin, Inc. *
Duncan Contracting, Inc. *
ESM Computer Service Corp. *
Eating Awareness Training *
Efficient Printing Corp. *
Eileen Green, Inc. *
Emily B. *
Epoque Watch USA *
Equity Temporary Services, Inc. *
Excel Shipping Corp *
FMH Ramos Group *
Family Focus *
Francy Originals *
Furnstahl, Oberfield & Simon Architects
*Furs by Dianne *
Geelan Management Group, Ltd. *
General Business Services *
George E. Fuller Compnay *
Gerard Associates Phototypesetting, Inc. *
Glen Hudson *
Great Bear Spring Co. *
Gronich & Company *
H.M. Keiser *
Harlem YMCA *
Harold Wm.Suckenik *
Hedy Couisine, Inc. *
Herald Square Fitness Center *
Herbert Construct. Co. *
Hollis Foster, Inc. *
Homedale, Inc. *
I, Claudia *
I.H. Marshall, Ltd. *
Idesco Corporation *
Imagineering Int'l, Inc. *
India Employment Agency *
Interior Designs, Inc. *
International Network Ent. Inc. *
Italy-America Chamber of Commerce *
J.H.L. Contracting *
Jamaica National Investment Promotion *
James E. Fitzgerald,Inc. *
Joseph Fisher Contracting, Inc. *
Katz Graphic Productions, Inc. *
Kelly Services, Inc. *
Kilgore/Mitchell Construction Corp *
Kiss Construction, Inc. *
Korenthal Association *
Kundy's Restaurant, Inc *
Kurt Mayer/Photorama, Inc. *
Kush Builders, Inc. *
LCJ & Associates, Inc. *
La Concierge Services, Inc. *
Light Projects *
Logos Unlimited *
Lufthansa German Airlines *
Lumenex Systems International *
M. Luca & Associates,Inc. *
MCS Computer Systems, Inc. *
MGI Resources, Inc. *

*Firms employing fewer than 100 workers.

MTB Computer Consulting Corporation *
Manhattan Hearing Center *
Marilyn Tobias *
Mark Sonder Music *
Marselen Reproductions, Inc. *
Martin Charles Designs *
Maurice Courland and Son *
Mayco Construction Corp *
McGladrey & Pullen *
McGowan Word Processor *
Media Images *
Mikayla Int'l, Inc. *
Miller Marketing, Inc. *
Mothers and Daughters Const. Company *
Museum of Broadcasting *
Nelvic Construction Corp *
New Home General Contracting Co., Inc. *
New York State Polygraphists *
Nina Manger Illustrations *
Novotel New York *
Office Alternatives *
Office Temporary Services *
Okeefe Design *
One-Two-Three Services, Inc. *
Optimax NY, Inc. *
Organizational Resource Co. *
P.E.P., Inc. *
Pacific Contracting Corp. *
Paperchase Graphics *
Parke Construction Company, Inc.*
Paula's Privileged Pets, Inc.*
Payano *
Payauo's Meat Mkt. *
Payroll Express Corp. *
Penn Amory & Defrancis, Ltd. *
Personal Bookkeeping Service *
Pete's Flat Fix Shop *
Peter Rogers Asuor, Inc. *
Phoenix Development & Construction *
Power Accesories *
Pressley, Incorporated *
Priamo Designs L & D *
Prime Time Couriers *
Prism Associates, Inc. *
Proctor Hamlin & Ives, Inc. *
Pryor Cashman Sherman Flinn *
R & H Corp. *
Rainbow Services Corporation *
Ray Management *
Realistic Printing Corp. *
Rigal Air Conditioning, Inc. *
Right Associates *
Riverside of NY Const., Inc. D/B/A *
Rogers Consultant *
Roundtable for Women in Food Service *
Royco Property Corp. *
S & J Graphics *
Sanbell Construction Corporation *
Scientific & Business Systems, Inc. *
Securities Training Corp. *
Security Landlord Service Corp *
Shane & Associates *
Sharif Designs, LTD *
Sherer Realty *
Shultz Ind., Inc. *
Sil Vous Plait Communications *
Simon Attachments *
Sloans Supermarkets
Soft-Com, Inc. *
Solarex Construction, Ltd. *
Sonn Construction Co., Inc. *
Star Interpreting *
Star Trek Movers Corp. *
Star Trek Northamerican *
Steven Kessler, Inc. *
Stockbridge Funding Corp. *
Sutton's Jazz Club *
Swergold, Chefitz & Sinsabaugh, Inc. *
T.J. Kowalchuk Associates, Inc. *
Tai Development Corp. *
Tank Construction *
Tel Pace Systems *
The Beers Agency *
The Drake Swissotel *
The Landes Organization, Ltd. *
The Law Offices of Roger P. Nowell *
The Painted Post *
Thomas J. Snow, c/o Sprung, et al *
Thoro Exterminator Co. *
Tio Enterprises, Inc. *
Trince Electric, Inc. *
U. Lee Johnson Associates, Inc. *
Unique Support Services, Inc. *
Valentin Associates, Inc. *
Vander Heyden Woodworking, Inc. *
Vera Sullivan & Associates *
Vogel Associates, Inc. *
Voice Net *
Washton Institute *
West End Carpentry *
Will Ching Planning and Design *
Williamsburgh Trade Association *
Young Graphic Designer *

QUEENS

AD & B Mechanical Corporation *
Alam Developers Construction Co, Inc. *
Alex Painting Contractor, Inc. *
Alonzo Weir Electrical Contractor *
American Roots Art Gallery *
Bookkeeping Services *
Boys Electric Corp. *
Carosan General Contracting, Inc. *
Casa Blanch Realty *
Catholic Medical Center *
Chien Yee Construction Co. *
City King Decoration, Inc. *
City Living Furniture *
Common Ground Construction *
Consejo Intericano De Seguridad *
D & S Plumbing & Heating, Inc *
D Harris Electrical Contractor *
Dale Ful Power Electricians, Inc. *
Davis & Associate Realty *
DeBoccia Electrical Construction Corp. *
Direct Access Corporation *
E G Elevator Company, Inc. *
Edward Esbin & Sons, Inc *
Effanjay Pens, Inc. *
Elaine Rubio, Inc. *
Exciting Affairs Caterers *
F & G Plumbing & Heating Corp *
Glassix Corp. *
Global Mechanical Corp. *
Graden General Contracting *
Hadco Aluminum & Metal Corp. *
Heyward Remodeling *
Hilson Research, Inc. *
Home Repair Service *
Jamaica Furniture *
Jasmine Stewart *
Kitco Incorporated *
L.C.J. & Associates *
LJR Insulation & G.C., Inc. *
La Herradura (Restaurante) *
Lena Laboratories, Inc. *
Macin Glass Corp. *
Miranda Printing and Office Supply *
Mount Etna Electric Corp. *
Mulcare Beauty Studio *
N.V.G. Enterprise New York *
Nunez Electric, Inc. *
P.J. Striano *
Pegasus Electrical Corp. *
Peliplast, Inc.
Pribis Company *
Profer Manufacture *
R. Construction, Inc. *
R.W. Hall General Construction, Inc. *
RC Financial Services *
Remax Metro Real Estate Assoc. *
Remay Metroll Assoc. *
Richmond Hill Block Association *

*Firms employing fewer than 100 workers.

Roger's *
Service Furniture Delivery *
Stok Software, Inc. *
Terrazas Accountant *
Thermax Construction *
V & F Check Cashing *
WECO Cleaning Specialists, Inc. *
Winston B. Electrical Contracting *
Woodside Electric Corp. *
World Environmental *

STATEN ISLAND

Arehilan *
Casa Incorporated *
D Nunes & Sons Construction, Inc. *
DiBartolomeo Electrical Contractor, Inc. *
Gutierrez Painting Co. *
Harold H. Klein Peter Agency *
Joe Woych, Inc *
Pride Carpentry, Inc. *
Proctor and Gamble
Ramdeen's Electric Co., Inc. *
Richpat Corp DBA RAM Const. *
Uniforms for Industry *

*Firms employing fewer than 100 workers.

NORTH COUNTRY FIRMS 1989

ALBANY
Family Farm Insurance

BEAVER FALLS
Pyro Management *

CANTON
St. Lawrence University
6 New Businesses*

CARTHAGE
James River Corporation

CRARY MILLS
Ostrander Sheep Skin Shop *

DEFERIET
Champion International

FORT DRUM
Fort Drum Civilians

GOUVERNEUR
Gouverneur Farmers Market *
Kinney Drugs

HERMON
Medisweet Farms *

LAKE PLACID
Uihlein Mercy Hospital

LAWRENCEVILLE
Sue's Auto Sales *

LISBON
Harmony Farms *

LOWVILLE
Kraft Inc.

LYONS FALLS
Law Brothers Construction *

MADRID
Grasse River Veterinary Clinic *

MALONE
Alice Hyde Hospital

MASSENA
General Motors
Krywancyzk Industry *

NEWTON FALLS
Newton Falls Paper Company *

NORFOLK
Fockler Industries *

OGDENSBURG
Compas
Dave's Publishing *

PAUL SMITHS
Paul Smith's College
14 Independent Foresters*

PLATTSBURGH
Georgia Pacific

POTSDAM
Potsdam Paper

RICHVILLE
Northern NY Cranberry Bog Production *

SARANAC LAKE
Saranac Lake General Hospital
Trudeau Institute *

TICONDEROGA
International Paper Company

TUPPER LAKE
Sunmount Development Center

WATERTOWN
Bomax Inc. *
Bricklayers & Allied Craftsmen Local,

The service to the business community of Northern New York provided by the Regional Center is invaluable. Please continue to provide these excellent, professional programs for the folks here in the North Country.

Patricia O'Brien
Axtell
Law Brothers Contracting Corporation
Lyons Falls

*Firms employing fewer than 100 workers.

SOUTHERN TIER FIRMS 1989

ARKPORT
Crowley Foods

BINGHAMTON
Anitec Image Corporation
Chenango Industries
Maple Vail
Ozalid
Photonics
Special Products *

CHENANGO
Chenango County Small Business *

COOPERSTOWN
Cupier *

CORNING
Corning Inc.

ELMIRA
Facet
Hilliard
Trayer

GREENE
Raymond Corp.

HANCOCK
Becton-Dickinson *

HORNELL
Morrison Knudsen
Transit Car
MK

ITHACA
Borg Warner
Ithaco
Ithaca Small Business *
Women & Minorities *

ONEONTA
Astrocom *
Custom Electronics
FN Burt
Medical Coaches *
Pope & Talbot *

OTSEGO/DELAWARE
Otsego/Del. Small Business *

PAINTED POST
Dresser Rand

SIDNEY
Keith Clark

TOMPKINS
Tompkins County Tourism *

WALTON
FME *

Some of the funds were used for Statistical Process Control classes. Through these classes, employees were able to learn to recognize process and systems problems. We have changed our inspection process to inspect as the trucks are being produced instead of total inspection after final assembly. Documenting and correcting errors as they occur has reduced manufacturing float time by five days and eliminated a duplication of inspection tasks.

Blueprint reading classes were also offered to our employees. Based on assessment tests given before the class and scores received at the end, this blueprint reading program here at Raymond was very beneficial in increasing the employee's ability to read blueprints. Test scores improved by 41 percent and managers have reported a drop in scrap and rework levels.

Heidi J. Browne
Manager of Human Resources
The Raymond Corporation
Greene

*Firms employing fewer than 100 workers.

WESTERN NEW YORK FIRMS 1989

ALDEN
Consolidated Packaging

ALLEGANY
Potter Lumber

AMHERST
Buffalo Marriott

ARCADE
Arcade Lumber *
Presto-Lite
Yamish Lumber *

BELMONT
Robinson Logging *

BUFFALO
American Brass
Carton Craft
Comptek
Curtis Screw
Graphic Controls
Georgia Pacific
Goldome
ITT Standard
Koch Metal Spinning *
LE Vullo Associates, Inc. *
Marine Midland Bank
Nabisco Brands
New Departure Hyatt GM
Niagara Aluminum *
Niagara Cold Drawn Corp. *
Norstar Bank
Parkside Press
TOPS Market
Trico
Vibratech Inc.
Walco Products
Wilson Farms
Winfield Industries *

CATTARAUGUS
Dallas Corporation *

CHEEKTOWAGA
Conax
F. N. Burt

CUBA
Acme Electric
Empire Cheese

DEPEW
Arcata Graphics

EAST AMHERST
Best Built Homes *

EAST AURORA
Fisher Price
Moog, Inc.
Sotek, Inc. *

ELLICOTTVILLE
Advanced Nutritional Resources *
Alpine Sales & Rental *
Fitzpatrick & Weller
Holiday Valley
Signore

ELMA
Motorola, Inc.

FALCONER
Falconer Glass
Truck-Lite Co., Inc.

FRIENDSHIP
Friendship Dairy

GOWANDA
Gowanda Electronics

GRAND ISLAND
Gibco Laboratories
Moore Business Forms
Sihi Pumps, Inc *

HAMBURG
Niagara Aluminum *

JAMESTOWN
Acu-Rite
Alltel
Artone Manufacturing *
Blackstone Manufacturing
Bush Industries
Chautauqua County Ind. Dev. Agency *
Crawford Furniture
Dahlstrom Manufacturing
Downtown Jamestown Dev. Corp. *
Empire of America Savings Bank *
Ethan Allen
Hope's Security Products *
Jamestown Shoe *
MRC Bearings
Manufacturer's Assoc. *
Visucraft

KENMORE
Partners Press *

KILLBUCK
Denver Lumber *

LACKAWANNA
Beth Energy
Bethlehem Steel

We have, and continue to benefit from, several training programs funded through the Western New York Regional Education Center and administered by Orleans-Niagara BOCES. In 1984, Du Pont decided to reevaluate and upgrade training procedures to meet the demands for skilled technicians and production people to fill the many jobs created by the completion of our chlorine manufacturing plant at the Niagara Falls location. We decided on a four point program which met and/or surpassed the recommendations of our skill teams, management, and union leadership.

R. K. Endres
Engineering
Services/Construction
Manager
E. I. DuPont DeNemours
and Company
Niagara Falls

*Firms employing fewer than 100 workers.

LANCASTER
Lancaster Knife
Scott Aviation

LEWISTOWN
Barone Company *

LOCKPORT
Laux

NIAGARA FALLS
Cook Building *
Du Pont Cross Craft
Ohmtek Electronics
Sohio
Tulip Corp.
Vaughn Door Center *

NORTH TONAWANDA
Durez
Niagara Gutter *
Taylor Devices *
Twin Lakes Construction *
Vaillancart Aluminum *

OLEAN
Alcove Restaurant *
American Olean Tile
Castle Restaurant *
Cooper, Inc.
Crown Printing *
Dresser Rand
Exchange Bank *
Key Bank *
Olean Advanced Products
Olean General Hospital
Mc Graw Edison
Pizzaland *
Proto & Loskey CPA *
Scott Engineering *
Stroehmann's Bakery

ORCHARD PARK
Boncraft *
North American Carbide *

PORTVILLE
Fawlkner Sawmill *
Portville Forest Products *

RANDOLPH
Randolph Dimension *

ROCHESTER
Aetna Commercial Insurance

RUSHFORD
Twin Mills Lumber *

SALAMANCA
Allegany State Park *
Salamanca Lumber *
Salco Fixture Corp. *

SANBORN
Devantier Building *

SPRINGVILLE
American Lumber *
Babcock Lumber *
Concord Lumber *
Hammond Hardwoods *
Miller Hardwoods *

STEAMBURG
Seneca Nation Health Service *

TONAWANDA
CPC-Chevrolet Pontiac Canada GM
Dunlop
Snyder Gear *
Unibrand *
Union Carbide/Linde

WELLSVILLE
Allegany County ARC *
Beef Haus *
CE Air Preheater
Dresser Rand/Turbodyne
Immaculate Conception *
Longview Motel & Restaurant *
Wellsville Country Club *
Wellsville Manor NH *

WHEATFIELD
Shipman *

*Firms employing fewer than 100 workers.

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